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ABSTRACT

A study of the terminees from Job Training Partnership Act (JTPA) programs in Tennessee was conducted. Terminees were JTPA participants who either completed a program or left the program for some other reason. First-class mail survey forms were sent to 2,462 persons. Two follow-up mailings were sent. A return rate of 29.4 percent was obtained. Among the findings were the following: (1) 58.1 percent of the respondents completed their JTPA training; (2) 67 percent received their training in an area vocational technical school, 21.6 percent in a state community college, and 11.4 percent in a state technical institute; (3) 71.1 percent of the respondents were working when they filled out the questionnaire; (4) of those working, 81.5 percent stated that they earned more after training than before they entered JTPA; (5) 68.8 percent of the respondents were women; (6) 71 percent of the respondents were white; (7) the mean age of respondents was 28.7, with a range from 17-60 years; and (8) 58.7 percent were from rural Tennessee. Program completers were more likely than noncompleters to attend an area vocational technical school, to be working when the survey was made, to have spent more time on the job, to work more hours per week, to take less time to find a job after JTPA training, to have a higher income per week after finishing training, to earn more when completing the survey, and to use skills learned in JTPA on the job. Gender, race, location, handicapped status, veteran status, employment before JTPA, and educational level did not influence whether or not the trainee completed the training program. The text contains 7 tables, and the appendixes provide detailed results in four extensive tables. (CML)

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A STUDY OF TERMINEES FROM JTPA PROGRAMS IN TENNESSEE

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JTPA Follow-up II
A Study of Terminees from JTPA Programs in Tennessee
November, 1989

Introduction

The Tennessee Board of Regents (TBR) requested in October, 1988, through a sole-source Request for Proposal (RFP), that the Memphis State University (MSU) Bureau of Educational Research and Services (BERS) conduct a follow-up study of program terminees from the Job Training Partnership Act (JTPA) State Education 8% Set-Aside Programs in Tennessee during FY 1988. Personnel in the BERS had previously conducted a follow-up study of JTPA in 1986-87, using a limited sample of terminees. They had also conducted a JTPA Matching Fund Validation study in 1985-86 and other statewide studies for the TBR and other state agencies.

The Job Training Partnership Act Matching Fund Validation Study, the first state JTPA study in Tennessee, was conducted in 1985-1986 by Bellott et al. This was followed by the second one, Follow-up Study of JTPA Participants in Tennessee, completed in February, 1987. The 1989 study reported herein is the third in this series of JTPA studies conducted for the Tennessee Board of Regents by staff of the MSU Bureau of Educational Research and Services. In addition to updating the earlier follow-up study by using data from a more recent group of program "terminees," this study differs significantly from the previous follow-up study in that a 100% population of program terminees was used as the base for the survey.

JTPA Programs

The Job Training Placement Act of 1982 is a federally funded program, popularized by the visibility created during the 1988 political campaigns because now Vice-President Quayle was one of the congressional sponsors

of the legislation that created the program in 1982. The Tennessee Board of Regents is the designated agency whose responsibilities include the administration of the JTPA program through the provisions of the Governor's Coordination and Special Services Plan filed with the Labor Department. Under the provision of this plan, in keeping with section 123 of the JTPA Act, at least 80% of the available funds must be used for education and training of JTPA participants.

The goals of the JTPA program and the purpose for which funds are allocated are as follows:

1. To provide services for eligible participants through cooperative agreements among the Tennessee Board of Regents, TBR Lead Institutions, and the Administrative Entities in Job Skills Training districts in the state.
2. To facilitate coordination of education and training services for eligible participants through planning, technical assistance, professional development, curriculum development, marketing/ merchandising, and demonstration projects through such cooperative agreements.

The state has primary responsibility for administering JTPA. This includes designating service delivery areas, certifying private industry councils, allocating funds, approving program plans, setting performance standards, monitoring and assessing performance, conducting state-level programs, and general oversight for conformance with the JTPA. It is within the context of these responsibilities that the Tennessee Board of Regents authorized the several JTPA studies.

Procedures

The Tennessee Board of Regents furnished a computer tape to Memphis State University that contained the records of 2,462 persons who had been identified as terminees of JTPA programs throughout the state of Tennessee. A terminee is described as being a JTPA participant who either completed a program or left the program for some other reason. Each was identified by the number 9918 occurring as the last four digits of the J00 record.

Each person terminating after June, 30, 1987 was sent a letter (using first class mail) from the project director asking that the JTPA form attached be filled out and returned, using a business reply envelope that was enclosed. Three mailings were sent to the participants, reduced in number the second and third times by the number of valid responses received.

Individual records were generated from the response forms, one for each responding participant, and entered into the computer. The main data base was drawn from the J00 and J20 provided by the Tennessee Board of Regents' files that contained demographic, descriptive, and qualifying data on JTPA participants. Individual records were expanded to include data from the J00 data base, using the common identifier of Social Security number found in both data sets as a linkage to the survey response form.

The survey data that were analyzed, using the SPSS-X program, came from 651 questionnaire responses that were considered to be valid; that is, their social security numbers matched the data file numbers and their responses were considered to be acceptable. An additional 74 responses were judged to be usable except that the social security numbers were not included on these forms. The latter group is being treated independently as an additional sample population in this report and is compared to the group of 651, which will be treated as representative of the total population (N=2,462).

The responses of 651 plus 74 (725) represented a return rate of 29.4% of the population of 2,462. It is recognized that the population of JTPA participants is less stable than a statistically normal population; therefore, this percentage should be considered as a high rate of return.

Findings Concerning Identified Respondents (N=651)

The findings from the data related to two sets of variables: the first consisted of variables 1-15 that were included on a questionnaire form labeled "JTPA Follow-up Record"; the second data set was taken from J00 records. The variables are listed in Figure 1.

Not all of those responding to the questionnaire answered every item listed, varying from 114 respondents on the item "Amount of public assistance per month." to 651 responses for items "Are you working now?" and "Are you receiving public assistance?" Statistics for the identified respondents are contained in Appendix A.

The findings are contained in the following statements, each of which is related to a variable:

1. 58.1% (371) of the respondents (n=639) completed their JTPA training.
2. 67.0% (436) of the respondents (N=651) had their JTPA training in an area vocational technical school; 21.6% (141) in a state community college; and 11.4% (71) in a state technical institute.
3. 71.1% (463) of the respondents (N=651) were working when they filled out the questionnaire.
4. 75.4% (471) of the respondents (n=625) were working within six months after leaving JTPA, and another 9.9% (62) found work more than six months after leaving JTPA. Of those working (n=533), 76.0% (405) found work within three months after leaving JTPA.

Survey instrument variables

V1 Completed JTPA training
V2 Type of school in which JTPA training taken
V3 Working/not working at the time of survey
V4 Length of time taken to get a job after termination of JTPA training
V5 Number of jobs since leaving JTPA
V6 Length of time on present job
V7 Number of hours worked per week
V8 Income in dollars earned per week
V9 Earn more since leaving JTPA
V10 Was JTPA training helpful
V11 Skills acquired in JTPA are being used on present job
V12 Plan to re-enroll in JTPA
V13 Terminee currently receiving public assistance
V14 Dollar amount of public assistance
V15 Type of public assistance

Selected variables from JTPA J00 data file

V16 Gender identification
V17 Ethnic classification
V18 Age
V19 Location
V20 Educational level
V21 Handicapped
V22 Veteran
V23 Had job at entry into JTPA
V24 Never had a job before entry into JTPA
V25 Number of hours worked during the 13 weeks prior to entry into JTPA
V26 Number of weeks worked during the 13 weeks prior to entry into JTPA
V27 Hourly wages earned prior to entry into JTPA
V28 Receiving public assistance at entry into JTPA
V29 Amount of public assistance received at entry into JTPA
V30 Receiving AFDC at entry into JTPA
V31 Receiving social security at entry into JTPA
V32 Receiving other assistance at entry into JTPA
V33 Receiving refugee assistance at entry into JTPA
V35 Educational level

Figure 1. Variables Used in Data Collection Concerning Participants Who Had Terminated a JTPA Program

5. 46.9% (299) of the respondents (n=637) held only one job; 25.3% (161) had held two jobs; and 13.5% (86), more than two. Of those working (n=546), 54.8% (299) have worked at only one job; 29.4% (161) have changed jobs once; and 15.8% (86) changed jobs more than once after leaving JTPA training.

6. 64.4% (302) of the respondents who were working (n=467) had worked for more than six months after they left JTPA; 21.4% (100), had worked for three months or less; and 13.9% (65), for four to six months.

7. 80.3% (373) of the respondents who were working (n=464) had worked more than 30 hours per week average; 10.9% (51), had worked from 21-30 hours; 6.7% (31), from 11-20 hours; and 1.9% (9), 1-10 hours.

8. 33.2% (153) of the respondents who were working (n=460) earned from $176-$250 per week; 25.0% (115) earned $250 or more per week; 22.1% (102) earned $126-175 per week; and 19.5% (90) earned less than $126.00 per week.

9. 58.0% (373) of the respondents (n=643) earned more after JTPA training than before they entered JTPA; 81.5% (371) of those working (n=455) stated that they earned more after training than before they entered JTPA.

10. 81.3% (506) of the respondents (n=622) stated that JTPA was helpful to them.

11. 64.6% (296) of the respondents who were working (n=458) stated that they were using the skills learned in JTPA on their present jobs.

12. 34.3% (105) of the respondents (n=335) stated that they planned to reenroll in JTPA.

13. 15.4% (100) of the respondents (N=651) were receiving public assistance; 5.8% (28) of those working received public assistance

whereas 39.6% (80) of those not working received public assistance.

14. The average amount of public assistance received per month by the respondents (n=78) was $180.15; the median was $157.00; the mode, $133.00. The range was from $10.00 to $738.00.

15. 53.6% (52) of the respondents (n=97) received aid for dependent children (AFDC); and 46.4% (45) received other types of aid.

The data relating to the second set of variables, 16-33 and 35, were taken from the personal records of the 651 respondents. Uneven numbers of respondents occur on items 25, 26, and 27 because not all were working. Also, 29 has a lower number of respondents because not all were receiving assistance. The data generated the following demographic descriptions:

16. 68.8% (448) of the respondents (N=651) were female.

17. 71.0% (462) of the respondents (N=651) were white.

18. The mean age of the respondents (N=651) was 28.7; the median, 27.0; and the mode, 18.0. The range was from 17-60 years.

19. 58.7% (382) of the respondents (N=651) were from rural Tennessee; the rest 41.3% (269), from metropolitan areas in the state.

20. 79.1% (515) of the respondents (N=651) had an obtained educational level of from 9-12 years of schooling; 17.5% (114), greater than 12 years; and 3.4% (22), 0-8 years.

21. 2.9% (19) of the respondents (N=651) were handicapped.

22. 9.8% (64) of the respondents (N=651) were veterans.

23. 25.3% (165) of the respondents (N=651) had a job upon their entry into JTPA.

24. 5.4% (35) of the respondents (N=651) had never worked.

25. The average number of hours worked per week by the respondents (n=480)

in the last 13 weeks prior to enrollment in JTPA was 33.07; the median number, 40.00 hours; and the mode, 40.00 hours.

26. The average number of weeks worked by the respondents (n=309) in the last 13 weeks prior to enrollment in JTPA was 8.63; the median weeks worked was 9.00; the mode, 13.00. The range was from 1-13 weeks.

27. The average hourly wage earned by the respondents (n=480) before enrollment in JTPA was $4.25; the median wage earned, $3.67; and the mode, $3.35. The range was from $1.00 to $12.00 per hour.

28. 16.1% (105) of the respondents (N=651) were receiving public assistance upon entry into JTPA.

29. The average amount of assistance received per month by the respondents (n=101) upon entry in JTPA was $161.97; the median amount, $153.00; and the mode, $119.00. The range was from $47.00 to $694.00.

30. 14.6% (95) of the respondents (N=651) received aid for dependent children (AFDC).

31. 4.1% (27) of the respondents (N=651) received Social Security benefits.

32. .2% (1) of the respondents (N=651) received other assistance not identified.

33. None of the respondents received refugee assistance.

35. 66.7% (434) of the respondents (N=651) achieved a grade level of 12 years, and more than 10.1% (66) had one more year of college than those who went through the eleventh grade, 6.1% (40).

Population Profile

A profile of all JTPA terminees was run using selected demographic variables from the JOO files to determine how the 651 respondents compared to

the population from which they were derived. The analysis showed that the respondents were similar to the parent population as indicated by the variables of gender, ethnic group, age, location, handicapped status, veteran status, receiving public assistance at entrance to JTPA, and educational level. Table 1 displays this information.

The respondent group was compared with the total group in the population because of the uncertainty of the representativeness based on any demographic variable of the non-respondents, some of whom might have been classified in categories that eliminated invalid names on the list.

Findings Concerning Non-Identified Respondents (N=74)

A population of 74 non-identified respondents was analyzed to see how closely it compared with the identified respondents (N=651). Data were declared valid from these sources because each person in this group received the survey form, completed it, and returned it but failed to include a social security number that would have been matched with one in the data file. All data in this analysis are taken from the survey form. Statistics for this group are contained in Appendix B.

The following statements summarize the findings related to the fifteen variables identified in the survey form:

1. 59.2% (42) of the respondents (n=71) completed a JTPA training program.
2. 66.2% (49) of the respondents (N=74) enrolled in area vocational technical schools; 18.9% (n=14), in community colleges; and 14.9% (n=11), in state technical institutes.
3. 59.5% (44) of the respondents (n=74) were working.
4. 55.4% (36) of the respondents (n=65) found their first job within

Table 1

Comparison of Identified Respondents (N=651) with Data Base Terminees (N=2,462) on Selected Variables by Number and Percentage

Variable		Respondents (N=651) n	Respondents (N=651) %	Database Terminees (N=2,462) n	Database Terminees (N=2,462) %
V16	Gender				
	male	203	31.2	843	34.2
	female	448	68.8	1,619	65.8
V17	Ethnic				
	white	462	71.0	1,510	61.3
	black	186	28.6	928	37.7
	other	3	.4	24	1.0
V18	Age				
	mean	28.7		27.7	
	median	27.0		26.0	
	mode	18.0		18.0	
	S.D.	8.57		8.35	
	range	17-60		15-63	
V19	Location				
	metropolitan	269	41.3	1,293	52.5
	rural	382	58.7	1,169	47.5
V21	Handicapped				
	yes	19	2.9	96	3.9
	no	632	97.1	2,366	96.1
V22	Veteran				
	yes	64	9.8	212	8.6
	no	587	90.2	2,250	91.4
V28	Receiving public assistance at entry				
	yes	105	16.1	460	18.7
	no	546	83.9	2,002	81.3
V35	Educational level				
	mean	11.9		11.8	
	median	12.0		12.0	
	mode	12.0		12.0	
	S.D.	1.3		1.5	
	range	1-17		1-18	

three months of the time they left JTPA training; of those working (51), 70.6% (36) found a job within three months.

5. 48.6% (34) of the respondents (n=70) had only one job since leaving JTPA; 17.1% (12), two jobs; and 15.7% (11), two or more jobs. Of those working (n=57), 59.6% (34) had only one job.
6. 39.4% (28) of the respondents (n=71) had spent more than six months on a job; 12.7% (9), four to six months; and 11.3% (8), zero to three months. Of those working (n=45), 62.2% (28) had been on the job for more than six months.
7. 52.9% (37) of the respondents (n=70) worked more than 30 hours per week; 7.1% (5), from 21-30 hours; 0% (0), 11-20 hours; and 2.9% (2), 1-10 hours. Of those working (n=44), 84.1% (37) worked more than 30 hours each week.
8. 23.5% (16) of the respondents (n=68) received a salary of $250 or over/per week; 17.6% (12), from $176-$250 per week; 9.5% (7), from $126-175 per week; and 8.8% (6), less than $126 per week. Of those working (n=41), 39.0% (16) received a salary of more than $250 per week.
9. 52.9% (37) of the respondents (n=70) earned more dollars per week since ending their JTPA programs than they did before entering JTPA.
10. 77.8% (49) of the respondents (n=63) related their JTPA training as being helpful.
11. 69.8% (30) of the respondents (n=43) were using JTPA learned skills in their jobs.
12. 40.6% (13) of the respondents (n=32) planned to reenroll in a JTPA program.
13. 16.9% (12) of the respondents (n=71) were receiving public assistance

when they filled out the questionnaire.

14. The average amount of public assistance per monthly of the respondents (n=10) was $238.50; the median, $151.50; the mode, $133; and the range, $113-$700.

15. 53.8% (7) of the respondents (n=13) received aid for dependent children (AFDC); 46.2% (6) received aid from other sources.

Comparison of Identified and Non-Identified Respondents

Table 2 shows a comparison between identified (N=651) and non-identified (N=74) respondents on the 15 variables on the questionnaire. The groups are almost identical on variables 2 and 15; very similar on variables 1, 5, and 13; somewhat similar on variable 10; similar on variables 4, 9, 11, and 12; different on variables 8 and 3; and somewhat different on variables 6 and 7. There is a difference of 32.4% in the amount of assistance (variable 14) given to the respondent groups, the increase favoring the non-identified respondents (n=10); this is a dissimilar comparison. However, it is concluded that the group of 74 compares favorably with the group of 651, and, therefore, the group of 1,811 non-respondents can be considered to be similar to the 651 respondents.

Comparison of Completers and Non-Completers

Data were analyzed through comparisons based on all variables of respondents who completed JTPA training (n=371) with those who did not complete their training (n=268). Also, the type of institution they attended was considered: area vocational technical school, community college, and state technical institute. Statistics showing the comparisons using number and percentage are included in Appendix C. Statistics using mean, median, and mode to describe differences are included in Appendix D.

Table 2

Comparison of Identified Respondents (N=651) with Non-Identified Respondents (N=74) on Questionnaire Variables by Number and Percentage

Variable	Identified Respondents			Non-identified Respondents		
	N	n	%	N	n	%
1. Completed training	639	371	58.1	71	42	59.2
2. Type of training institution (AVTS)	651	436	66.9	74	49	66.2
3. Working now	651	463	71.1	74	44	59.5
4. Time to find job (within 6 months)	625	405	62.2	65	36	55.4
5. Number of jobs held (one)	637	299	46.9	70	34	48.6
6. Worked more than 3 months	467	302	64.4	71	28	39.4
7. Worked more than 30 hours/ week	464	373	80.3	70	37	52.9
8. $176-250/week	460	153	33.2	68	16	23.5
9. Earned more after JTPA	643	373	58.0	70	37	52.9
10. JTPA helpful	622	506	81.3	63	49	77.8
11. Using JTPA skills	647	296	64.6	43	30	69.8
12. Reenroll in JTPA	375	105	34.3	32	13	40.6
13. Receiving public assistance	651	100	15.4	71	12	16.9
14. Amount of assistance	651	78	$180.15	71	10	$238.50
15. Type of public assistance (AFDC)	97	52	53.6	13	7	53.8

The chi-square analysis led to a determination of significance concerning twelve variables: (1) type of institution attended, (2) working/not working, (3) time taken to find a job after leaving JTPA, (4) number of jobs held, (5)

time on present job, (6) hours worked per week, (7) income amount per week after JTPA training, (8) earning more now, (9) using skills learned in JTPA in a job, (10) on public assistance now, (11) on public assistance at entry, and (12) receiving aid for dependent children. Table 3 depicts this information.

Completers were more likely than non-completers to attend an area vocational technical school, to be working when the survey was made, to hold a fewer number of jobs, to have spent more time on the job, to work more hours per week, to take less time to find a job after JTPA training, to have a higher income per week after finishing training, to earn more when completing the survey, and to use skills learned in JTPA on the job. They were less likely than non-completers to be on public assistance at the time of this survey, less likely to have been on public assistance upon entry into the program, and less likely to receive aid for dependent children.

Gender, race, location, handicapped status, veteran status, employment before JTPA, and educational level variables did not yield significant differences between JTPA program completers and non-completers. These variables did not influence whether or not the trainee completed the training program.

Discussion and Conclusions

Discussion and conclusions follow concerning: (1) comparison of terminees with the Tennessee population on four variables: gender, ethnic group, location, and educational level; (2) terminees on public assistance; (3) terminees now working; and (4) institutional impact.

Comparison of Terminees with Tennessee Population

The 1980 census describes the 17- to 64-year-old population in Tennessee as 51.5% female and 85.4% white; 60.4% of the population was urban (see Table

Table 3

Chi-square and Significance Level of Selected Variables
Cross-Tabulated to V1 (Completer/Non-completer)

Variable		Chi-Square	Level of Significance
V 2	type of institution	25.1647	*.0000
V 3	working or not	20.9119	*.0000
V 4	time to find job	28.2655	*.0000
V 5	number of jobs held	22.5460	*.0002
V 6	time on present job	28.3051	*.0000
V 7	hours worked per week	26.2167	*.0000
V 8	income per week	27.7377	*.0000
V 9	earning more now	18.3012	*.0000
V11	use JTPA training in job	83.9288	*.0000
V13	on public assistance now	5.8787	*.0153
V15	type of public assistance	.0012	.9722
V16	gender	.1931	.6603
V17	ethnic group	6.4531	.0915
V19	location	3.6304	.0567
V21	handicapped	1.4099	.2350
V22	veteran	2.7041	.1000
V23	employed before	.5281	.4673
V28	on public assistance at entry	11.8679	*.0005
V30	AFDC	8.7275	*.0031
V35	educational level	8.4504	.6724

*Significant at the .05 level

4). The results show that the JTPA terminees of this study consisted of 65.8% females, 61.3% whites, and 47.5% rural participants. A disparity exists when considering gender, ethnic group, and location.

There is a larger percentage of women among JTPA terminees than among the Tennessee general population; therefore, there is a smaller percentage of men. There is also a larger percentage of blacks among JTPA terminees than among the Tennessee general population, a 258% difference; therefore, there is a smaller percentage of whites. Further, there is a larger percentage of rural residents among JTPA terminees than among the Tennessee general population; therefore, there is a smaller percentage of urban residents.

When looking at the groups that are targeted for JTPA programs, the demography of the general population does not accurately describe those individuals that appear to have greatest need for employment and training services. Minorities (mainly blacks and women), high school dropouts, single parents (mostly women), lesser-skilled, and welfare recipients comprise the bulk of the presumed targeted population for JTPA training. These groups are atypical of the general population demography.

The data show that 67.0% (n=436) of the respondents went to area vocational technical schools. Most of these institutions are located in rural areas; therefore, the disparity between rural (58.7%) and urban (41.3%) representation can be reconciled.

Women typically have less marketable skills, comprise the larger percentage of single parents, welfare recipients, and unemployment when compared to men. The inequality between men (31.2%, n=203) and women (68.8%, n=448) terminees can be best explained if it is assumed that women, in greater need for employment and training services, are more frequently taking advantage of the training opportunities offered through the JTPA programs. A significant

Table 4

Statistics for JTPA Data Base (N = 2,462) and Tennessee General Population Demography

	Database Terminees		*Tennessee Data	
Variable	N	%	N	%
Gender				
female (ages 17-64)	1,619	65.8	1,462,000	51.5
male (ages 17-64)	843	34.2	1,376,000	48.5
total	2,462	100.0	2,838,000	100.0
Ethnic group				
black (ages 17-64)	928	37.7	414,000	14.6
white (ages 17-64)	1,510	61.3	2,424,000	85.4
other	24	1.0		
total	2,462	100.0	2,838,000	100.0
Location				
rural	1,169	47.5	1,817,000	39.6
urban	1,293	52.5	2,774,000	60.4
total	2,462	100.0	4,591,000	100.0
Educational level				
grades 0 - 7	29	1.2	NA	NA
8 - 9	165	6.7		
10 - 11	274	11.1		
12	1,524	61.9		
13 - 18	470	19.1		
	2,462	100.0		

*Betty Vickers, editor (1985). Tennessee Statistical Abstract, 1985/86. Center for Business and Economic Research, The University of Tennessee, Knoxville

number of these women have entered health care services, clerical (filing, typing, computer operations), and other skilled vocations.

According to the General Accounting Office, 37% of those eligible for JTPA programs are high school dropouts. The JTPA data base (N=2,462) considered in this report shows that 19.0% of the JTPA terminees are below 12th grade level. Therefore, it appears that the JTPA programs administered in Tennessee are reaching the target population of eligible dropouts. (See Appendix E for this information.)

Terminees on Public Assistance

JTPA had little effect on reducing the number of participants on public assistance, 105 (or 16.1% of the total number of participants) of whom received public assistance at entry into the program. Of that number, 61 (58.1%) were not receiving public assistance at the end of the program; however, 56 different terminees, who were not receiving any public assistance at entry into the program, were receiving public assistance at the end of the program, bringing the total to 100, a loss of five. Perhaps involvement in the program was the means whereby participants learned about eligibility for public assistance and subsequently applied for it and were awarded it. Further analysis revealed that there was no difference between completers and non-completers in receiving public assistance at either their entry into JTPA training or their exit from it.

Terminees Now Working

The number and percentage of terminees working increased dramatically as a result of JTPA training. Data showed that 74.7% (n=486) of the terminees were not working before they entered the JTPA program. That number decreased by 72.4% (n=352) to leave only 134 not working when they responded to the survey

instrument. Of those who were working before JTPA training (n=165), 67.3% (n=111) were still working when this project initiated. At the time of the survey, 71.1% (n=463) were working, a complete reversal of their status before their training began. These statistics indicate that the program has been highly effective in changing positively the economic status of a majority of the terminees. The ability to find a job indicates that the JTPA training is meeting the manpower needs of employers and that there has been a cooperative effort on the part of training institutions and employers to establish manpower need priorities throughout the state.

An analysis yielded highly significant chi-squares when used to determine the influence of variables on the working or not working status. Variables 4, 5, 6, 7, 8, 9, 10, 11, 12, and 13 had large chi-square values that were significant beyond the .0001 level. None of the selected demographic variables (16, 17, 19, 21, 22, 23, and 35) taken from JOO records were significant. Table 5 depicts this information.

Respondents who were working when the survey was conducted, when compared with non-working respondents, took less time to find a job, held a fewer number of jobs, had more time on the job held, had a higher income, were earning more than before JTPA training, considered JTPA to be helpful, used JTPA training on the job, did not plan to re-enroll, and were not on public assistance. There were no differences between the groups when type of public assistance, gender, ethnic group, location, handicapping consideration, veteran status, employed previous to JTPA, and education level were considered.

Institutional Impact

About two thirds (66.9%) of the JTPA terminees (436 of 651) reported that they attended one of the area vocational technical schools; 21.7% (141) reported that they had attended a community college, and 11.4% (74)

Table 5

Chi-square and Significance Level for Selected Variables
Cross-tabulated to V3 (Working Now)

Variable		Chi-Square	Level of Significance
V 4	time to find job	261.1199	*.0000
V 5	number of jobs held	263.7474	*.0000
V 6	time on present job	605.8810	*.0000
V 7	hours worked per week	617.5106	*.0000
V 8	income per week	614.1383	*.0000
V 9	earning more now	353.6923	*.0000
V10	JTPA training helpful	27.2841	*.0000
V11	use JTPA training in job	604.1673	*.0000
V12	plan to reenroll	12.6227	*.0000
V13	on public assistance now	122.3648	*.0000
V15	type of public assistance	.4259	.5139
V16	gender	.0660	.7972
V17	ethnic group	5.8189	.1207
V19	location	3.2828	.0700
V21	handicapped	1.6670	.1966
V22	veteran	.0226	.8804
V23	employed before	1.5939	.2067
V35	educational level	15.4057	.1646

*Significant at the .0001 level

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attended state technical institutes. Even though all three types of institutions have as a stated mission the goal of preparing students for the world of work, it appears that the area vocational technical schools are considerably more attractive or accessible to JTPA students than either the state technical institutes or the community colleges. Of the 436 terminees who had received their JTPA training in the area vocational technical schools, 64.3% (277) of them completed their training, whereas 54.9% (39 of 71) of those who attended state technical institutes and 40.1% (55 of 137) of those who attended the community colleges also completed their JTPA training.

Those who attended the area vocational technical schools and completed their JTPA training did better on all other variables but two - V3 and V13. Chi-square values and significance levels were determined for selected variables cross-tabulated to institutions. Significant differences were found in favor of area vocational technical schools on variables 11, 17, 19, 22, and 35: use of JTPA training on a job, ethnic group, location, veteran, and educational level. Respondents of area vocational technical schools were more likely to use JTPA training on a job, to be white, to be rural residents, to be veterans, and to have a 12th grade educational level. They also had more respondents who had achieved through the eleventh grade than the other two institutions. On the other variables, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 15, 16, 21, 23, and 28, there were no differences among institutions (see Table 6).

Of those who completed the JTPA program at state technical institutes, 75.7% of them were working (V3), while 72.7% of the area vocational technical school program completers and 63.8% of those completing the program at community colleges were also working. Program completers who attended state technical institutes (n=39) had the highest percentage who were not receiving public assistance (91.9%), while 85.8% of the area vocational technical school

Table 6

Chi-square and Significance Level for Selected Variables
Cross-tabulated to V2 (Institutions)

Variable	Chi-square	Level of Significance
V 3 working or not	4.9305	.0849
V 4 time to find job	12.4294	.0530
V 5 number of jobs held	5.0651	.5354
V 6 time on present job	5.5106	.4801
V 7 hours worked per week	10.7387	.2169
V 8 income per week	6.3571	.6072
V 9 earning more now	4.8082	.0903
V10 JTPA training helpful	.9293	.6283
V11 use JTPA training in job	20.2546	*.0004
V12 plan to reenroll	1.9847	.3706
V13 on public assistance now	.2084	.9010
V15 type of public assistance	3.2673	.1952
V16 gender	5.0828	.0787
V17 ethnic group	26.4097	*.0001
V19 location	58.3804	*.0000
V21 handicapped	.8435	.6558
V22 veteran	6.3729	*.0413
V23 employed before	.4384	.8031
V28 on public assistance at entry	3.6919	.1578
V35 educational level	57.9769	*.0000

*Significant at the .05 level

terminees and 80.9% of the community college terminees were not receiving public assistance.

Non-completers (n=32) who had attended state technical institutes reported that 67.6% of them were working, while 63.9% of those who had attended the community colleges (n=82) and 58.3% who attended area vocational technical schools (n=154) were also working. When terminees are compared by type of institution they had attended, along with other selected variables, the institutional impact begins to show with the difference seen between completers and non-completers by type of institution attended. The dominance of area vocational technical school terminees who completed their JTPA program does not prevail for those who did not complete their programs. Among non-completers, those who attended community colleges did better on variables V4, V5, V7, V9, V10, and V11, while non-completers from state technical institutes excelled on V6, V8, V12, and V13.

Statistical analyses further reveal significant differences of institutional impact upon trainees relative to those who completed their programs and are using the learned JTPA skills in their present jobs (see Table 7). Terminees from area vocational technical schools showed greater precentage gains on variables V1 (completers) and V11 (using JTPA skills) than their counterparts in either state technical institutions or community colleges, especially on V11.

Although the training effects in area vocational technical schools appear to positively affect terminees' completion rates and training skills used, no significant differences were found among the three types of training institutions as to V3 (respondents presently working). However, the accumulative effect of [area vocational technical institutes (69.3%), state technical institutes (60.8%), and community colleges (51.7%)] variables V1, V3,

Table 7

Institutional Impact on Variables 1, 3, and 11

V1 - Completers of JTPA Training .

Completers	N	Community College		State Technical Institute		Area Vocational Technical School	
		n	%	n	%	n	%
Yes	371	55	40.1	39	54.9	277	64.3
No	268	82	59.9	32	45.1	154	35.7
Total	639	137		71		431	

Chi-square (23.1647) Significance (.0000)*

V11 - Using Skills Learned on Present Job

Terminees working using skills	N	Community College		State Technical Institute		Area Vocational Technical School	
		n	%	n	%	n	%
Yes	296	46	51.1	29	51.8	221	70.8
No	162	44	49.9	27	48.2	91	29.2
Total	458	90		56		312	

Chi-square (20.2546) Significance (.0004)*

V3 - Working Now

Working now	N	Community College		State Technical Institute		Area Vocational Technical School	
		n	%	n	%	n	%
Yes	463	90	63.8	56	75.7	317	72.7
No	188	51	36.2	18	24.3	119	27.3
Total	651	141		74		436	

Chi-square (4.9305) Significance (.0849)

*Significant at the .05 level

and V11 cross-tabulated to V2 (type institutions) indicates that the area vocational technical schools have more positive impact upon terminees' completion of JTPA training, use of learned JTPA job skills, and presently working.

Program successes can be measured in several ways. One measure is the retention of students (program completers vs. non-completers), and in this respect, terminees who had attended the area vocational technical schools completed their JTPA program at a far greater rate (64.1%) than did those from either of the other types of schools. State technical institute terminees completed at the rate of 53.4%, whereas in the community colleges only 41.5% completed. Therefore, in addition to having a larger number of students, approximately two-to-one more than the other schools combined, the area vocational technical schools also appear to have been more effective with almost two thirds of their students completing the JTPA program.

Recommendations

The following recommendations are made after careful study of the data, the interactions of the data, and the relevant inferences that are derived from the data.

1. Future studies can benefit from surveying the entire population, as this study did. Use of the 100% sample was the strongest factor in the design of the survey. It permitted not only representativeness, because the responders were self-selected from the entire population, but it also permitted the survey team to compare a profile of responders with the entire population. The Tennessee Board of Regents should continue to expect to use the entire population in such studies in the future.
2. Selected follow-up analyses should be made, upon request, of the survey

team through continuation of the cross-tabulations of selected variables shown in the printouts.

3. Patterning JTPA survey studies prior to the time they are to be conducted would enable the Tennessee Board of Regents to establish selected expectancies from the studies and would permit the survey team to establish processes and follow with replication studies on a regular, annual, or bi-annual basis.

4. With a far larger number of terminees having attended area vocational technical schools, coupled with the apparent greater holding power of the area vocational technical schools and their program completers recording more favorable data than those from the other type schools, the Tennessee Board of Regents would do well to evaluate the cost effectiveness of JTPA for the state in relation to the institutional impact of the area vocational technical schools compared with that of the other types of postsecondary institutions offering JTPA training. The data seem to clearly favor the area vocational technical schools.

APPENDIX A

STATISTICS FOR IDENTIFIED RESPONDENTS (N=651)

STATISTICS FOR IDENTIFIED RESPONDENTS (N=651)

V1 Completed training (n=639)

(1)	yes - (371) - 58.1%	
(2)	no - (268) - 41.9%	

V2 Type of training institution (n=651)

(1)	community college	(141) - 21.6%	
(2)	state technical institute	(74) - 11.4%	
(3)	area vocational technical school	(436) - 67.0%	

V3 JTPA respondents presently working (n=651)

(1)	yes - (463) - 71.1%	
(2)	no - (188) - 28.9%	

V4 Time to find job after leaving JTPA (n=625)

			of those working (n=533)
*(1)	0-3 months	(405) - 64.8%	76.0%
(2)	4-6 months	(66) - 10.6%	12.3%
(3)	more than 6 months	(62) - 9.9%	11.7%
(4)	have not found a job	(92) - 14.7%	

*Some respondents had jobs upon entering JTPA and continued at their jobs after leaving JTPA.

V5 Number of jobs since JTPA (n=637)

			of those working (n=546)
(1)	1 job	(299) - 46.9%	54.8%
(2)	2 jobs	(161) - 25.3%	29.4%
(3)	more than 2 jobs	(86) - 13.5%	15.8%
(4)	have not found a job yet	(91) - 14.3%	

V6 Time on present job (n=649)

			of those working (n=467)
(1)	0-3 months	(100) - 15.4%	21.4%
(2)	4-6 months	(65) - 10.0%	13.9%
(3)	more than 6 months	(302) - 46.5%	64.7%
(4)	not working	(182) - 28.0%	

V7 Hours per week worked (n=649)

			of those working (n=464)
(1)	1-10 hours	(9) - 1.4%	1.9%
(2)	11-20 hours	(31) - 4.8%	6.7%
(3)	21-30 hours	(51) - 7.9%	11.0%
(4)	more than 30 hours	(373) - 57.5%	80.4%
(5)	not working	(185) - 28.5%	

STATISTICS FOR IDENTIFIED RESPONDENTS (N=651)
(Continued)

V8 Income amount per week (n=647)

			of those working (n=460)
(1)	< $126	(90) - 13.9%	19.5%
(2)	$126-175	(102) - 15.8%	22.2%
(3)	$176-250	(153) - 23.6%	33.3%
(4)	< $250	(115) - 17.8%	25.0%
(5)	not working	(187) - 28.9%	

V9 Do you earn more now? (n=643)

			of those working (n=475)
(1)	yes	- (373) - 58.0%	80.0%
(2)	no	- (270) - 42.0%	

V10 JTPA was helpful (n=622)

(1) yes - (506) - 81.4%
(2) no - (116) - 18.6%

V11 Using learned JTPA skills on present job (n=647)

			of those working (n=458)
(1)	yes	- (296) - 45.7%	64.6%
(2)	no	- (162) - 25.0%	35.4%
(3)	not working	- (189) - 29.2%	

V12 Plan to reenroll in JTPA (n=335)

(1) yes - (115) - 34.3%
(2) no - (220) - 65.7%

V13 Receiving public assistance (n=651)

(1) yes - (100) - 15.4%
(2) no - (551) - 84.6%

V14 Amount of public assistance per month (n=78)

average = $180.15 range = $10-738 mode = $133.00
median = $157.00 s.d. = $113.66

V15 Type of public assistance received (n=97)

(1) AFDC (52) - 53.6%
(2) GA (0) - 0.0%
(3) other (45) - 46.4%

V16 Gender (n=651)

(1) male (203) - 31.2%
(2) female (448) - 68.8%

STATISTICS FOR IDENTIFIED RESPONDENTS (N=651)
(Continued)

V17 Ethnic group (n=651)
(1) white (462) - 71.0%
(2) black (186) - 28.6%
(3) Hispanic (0)
(4) Indian (1) - .2%
(5) Asian (2) - .2%

V18 Age (n=651)
mean = 28.6 range = 17-60 mode = 18.00
median = 27.0 s.d. = 8.6

V19 Metropolitan (n=651)
(1) metro (269) - 41.3%
(2) rural (382) - 58.7%

V20 Attained educational level (n=651)
(1) 0-8 (22) - 3.4%
(2) 9-12 (515) - 79.1%
(3) < 12 (114) - 17.5%

V21 Handicapped (n=651)
(1) yes (19) - 2.9%
(2) no (632) - 97.1%

V22 Veteran (n=651)
(1) yes (64) - 9.8%
(2) no (587) - 90.2%

V23 Had job at entry into JTPA (n=651)
(1) yes (165) - 25.3%
(2) no (486) - 74.7%

V24 Never worked (n=651)
no = (35) - 5.4%

V25 Hours worked per week (n=480)
mean = 33.1 range = 5-72 mode = 40.0
median = 40.00 s.d. = 11.1

V26 Weeks worked in last 13 weeks prior to JTPA (n=309)
mean = 8.6 range = 1-13 mode = 13.00
median = 9.00 s.d. = 4.2

V27 Previous wage (n=480)
mean = $4.25 range = $1.00-12.00 mode = $3.35
median = $3.67 s.d. = $1.57

V28 Receiving public assistance upon entry in JTPA (n=651)
(1) yes (105) - 16.1%
(2) no (546) - 83.9%

STATISTICS FOR IDENTIFIED RESPONDENTS (N=651)
(Continued)

V29 Amount of public assistance received at entry in JTPA (101)
mean = $161.97 range = $47-694 mode = $119.00
median = $153.00 s.d. = $81.09

V30 Receive AFDC (n=651)
yes (95) - 14.6%

V31 Receive social security (n=651)
yes (27) - 4.1%

V32 Receive other assistance (n=651)
yes (1) - 0.2%

V33 Receive refugee assistance (n=651)
yes (0) - 0.0%

V35 Educational level by grade (n=651)
mean = 11.9 range = 1-17 mode = 12.00
median = 12.00 s.d. = 1.3

APPENDIX B

STATISTICS FOR NON-IDENTIFIED RESPONDENTS (N=74)

STATISTICS FOR NON-IDENTIFIED RESPONDENTS (N=74)

V1 Completed training (n=71)

(1) yes - (42) - 59.2%
(2) no - (29) - 40.8%

V2 Type of training institution (N=74)

(1)	community college	(14) - 18.9%
(2)	state technical institute	(11) - 14.9%
(3)	area vocational technical school	(49) - 66.2%

V3 JTPA respondents presently working (N=74)

(1) yes - (44) - 59.5%
(2) no - (30) - 40.5%

V4 Time to find job after leaving JTPA (n=65)

			of those working (n=51)
*(1)	0-3 months	(36) - 55.4%	70.6%
(2)	4-6 months	(7) - 10.3%	13.7%
(3)	more than 6 months	(8) - 12.3%	15.7%
(4)	have not found a job yet	(14) - 21.5%	

*Some respondents had jobs upon entering JTPA and continued at their jobs after leaving JTPA.

V5 Number of jobs since JTPA (n=70)

			of those working (n=57)
(1)	1 job	(34) - 48.6%	59.6%
(2)	2 jobs	(12) - 17.1%	21.1%
(3)	more than 2 jobs	(11) - 15.7%	19.3%
(4)	have not found a job yet	(13) - 18.6%	

V6 Time on present job (n=71)

			of those working (n=45)
(1)	0-3 months	(8) - 11.3%	17.8%
(2)	4-6 months	(9) - 12.7%	20.0%
(3)	more than 6 months	(28) - 39.4%	62.2%
(4)	have not found a job yet	(26) - 36.6%	

V7 Hours per week worked (n=70)

			of those working (n=44)
(1)	1-10 hours	(2) - 2.9%	4.5%
(2)	11-20 hours	(0) - 0.0%	0.0%
(3)	21-30 hours	(5) - 7.1%	11.4%
(4)	more than 30 hours	(37) - 52.9%	84.1%
(5)	not working	(26) - 37.1%	

STATISTICS FOR NON-IDENTIFIED RESPONDENTS (N=74)
(Continued)

V8 Income amount per week (n=68)

			of those working (n=41)
(1)	$126	(6) - 8.8%	14.6%
(2)	$126-175	(7) - 9.5%	17.1%
(3)	$176-250	(12) - 17.6%	29.3%
(4)	<$250	(16) - 23.5%	39.0%
(5)	not working	(27) - 39.7%	

V9 Do you earn more now? (n=70)
(1) yes - (37) - 52.9%
(2) no - (33) - 47.1%

V10 JTPA was helpful (n=63)
(1) yes - (49) - 77.8%
(2) no - (14) - 22.2%

V11 Using learned JTPA skills on present job (n=43)
(1) yes - (30) - 69.8%
(2) no - (13) - 30.2%

V12 Plan to reenroll in JTPA (n=32)
(1) yes - (13) - 40.6%
(2) no - (19) - 59.4%

V13 Receiving public assistance (n=71)
(1) yes - (12) - 16.9%
(2) no - (59) - 83.1%

V14 Amount of public assistance per month (n=10)
mean = $238.50 range = $113-$700.00 mode = $133
median = $151.50 s.d. = $191.66

V15 Type of public assistance received (n=13)

(1)	AFDC	(7) - 53.8%
(2)	GA	(0) - 0.0%
(3)	other	(6) - 46.2%

APPENDIX C

NUMBER AND PERCENTAGE OF COMPLETER AND NON-COMPLETER PARTICIPANTS (N=651) FOR SELECTED VARIABLES BY TYPE OF INSTITUTION

Number and Percentage of Completer and Non-completer Participants (N=651)
for Selected Variables by Type of Institution*

Variable	n		Community College n	%	State Technical Institute n	%	Area Vocational Technical Schools n	%
V3		Working now						
completer	(371)	yes	36	65.5	32	82.1	222	80.1
non-completer	(268)	yes	52	63.4	21	65.6	92	59.7
V4		Time to find job						
completer	(371)	0-6 months	36	67.9	26	66.7	237	86.6
		<6 months	7	12.7	6	15.4	15	5.4
		not worked	10	18.2	4	10.3	21	7.6
non-completer	(268)	0-6 months	51	62.2	21	65.7	94	61.1
		<6 months	6	7.3	3	9.4	23	14.9
		not worked	15	18.3	8	25.0	34	22.1
V5		Number of jobs						
completer	(371)	1 job	29	52.7	16	41.0	150	54.2
		2 jobs	9	16.4	13	33.3	67	24.2
		more than 2 jobs	6	10.9	5	12.8	35	12.6
		not found job	11	20.0	4	10.3	21	7.6
		sub-total n	55		38		273	
non-completer	(268)	1 job	34	41.5	12	37.5	52	33.8
		2 jobs	23	28.0	6	18.8	41	26.6
		more than 2 jobs	7	8.5	7	21.9	26	16.9
		not found job	15	18.3	6	18.8	33	21.4
		sub-total n	79		32		154	
V6		Time on job						
completers	(371)	1-6 months	12	21.8	13	33.3	62	22.4
		<6 months	25	45.5	19	48.7	159	57.4
		not working	18	32.7	7	17.9	55	19.9
		sub-total n	55		39		276	
non-completer	(268)	1-6 months	21	25.7	4	12.5	52	33.8
		<6 months	33	40.2	17	53.1	42	27.3
		not working	28	34.1	11	34.4	59	38.3
		sub-total n	82		32		154	

*Missing cases are not included in percentages.

Number and Percentage of Completer and Non-completer Participants (N=651) for Selected Variables by Type of Institution*
(Continued)

Variable	n		Community College n	%	State Technical Institute n	%	Area Vocational Technical Schools n	%
V7		Hours worked per week						
completer	(371)	1-20	5	9.1	3	7.7	14	5.0
		21-30	4	7.3	2	5.1	19	6.9
		<30	28	50.9	28	71.8	187	67.5
		not working	18	32.7	6	15.4	56	20.2
		sub-total n	55		39		277	
non-completer	(268)	1-20	8	7.3	1	3.1	6	2.6
		21-30	5	6.1	6	18.8	14	9.1
		<30	40	48.8	14	43.8	71	46.1
		not working	29	35.9	11	34.4	62	40.3
		sub-total n	82		32		154	
V8		Income per week						
completer	(371)	$176+	22	40.0	18	46.1	141	41.5
non-completer	(279)	$176+	25	30.5	12	37.5	45	29.2
V9		Earning more now						
completer	(371)	yes	30	54.5	23	58.9	186	67.1
non-completer	(268)	yes	40	48.8	15	46.9	74	48.1
V10		JTPA helpful						
completer	(371)	yes	43	78.2	32	82.1	237	85.6
non-completer	(268)	yes	57	69.5	22	68.8	106	68.8
V11		Using training						
completer	(371)	yes	23	41.8	19	48.7	183	66.0
non-completer	(268)	yes	23	28.0	8	25.0	35	22.7

*Missing cases are not included in percentages.

Number and Percentage of Completer and Non-completer Participants (N=651)
for Selected Variables by Type of Institution*
(Continued)

Variable	n		Community College		State Technical Institute		Area Vocational Technical Schools	
			n	%	n	%	n	%
V12		Plan to reenroll						
completer	(371)	yes	7	12.7	6	15.4	23	8.3
non-completer	(268)	yes	23	28.0	9	28.1	43	27.9
V13		Receiving public assistance						
completer	(371)	yes	6	10.9	9	17.9	33	11.9
non-completer	(268)	yes	15	18.3	5	15.6	32	20.8
V15		Type of assistance						
completer	(371)	AFDC	5	9.1	3	7.7	15	5.4
		other	1	1.8	3	7.7	16	5.8
non-completer	(268)	AFDC	10	12.2	3	9.4	15	9.7
		other	5	6.1	2	6.3	17	11.0
V16		Gender						
completer	(371)	female	40	72.7	22	56.4	196	70.8
non-completer	(268)	female	63	76.8	22	68.8	97	63.0
V17		Ethnic group						
completer	(371)	white	33	60.0	22	56.4	221	79.8
		black	21	38.2	17	43.6	54	19.5
non-completer	(268)	white	57	69.5	13	40.6	111	72.1
		black	25	30.5	19	59.4	43	27.9
V19		Metropolitan						
completer	(371)	yes	19	34.5	31	79.5	91	32.9
non-completer	(268)	yes	31	37.8	28	87.5	63	40.9

*Missing cases are not included in percentages.

Number and Percentage of Completer and Non-completer Participants (N=651)
for Selected Variables by Type of Institution*
(Continued)

Variable	n		Community College n	%	State Technical Institute n	%	Area Vocational Technical Schools n	%
V20		Educational level						
completer	(371)	0-12	34	61.8	24	61.5	242	87.3
		<12	21	38.2	15	38.5	36	12.7
non-completer	(268)	0-12	69	84.11	21	65.6	137	88.9
		<12	13	15.9	11	34.4	17	11.1
V21		Handicapped						
completer	(371)	yes	0	0.0	1	2.6	7	2.5
non-completer	(268)	yes	5	6.1	0	0.0	5	3.2
V22		Veteran						
completer	(371)	yes	3	5.5	3	7.7	25	9.0
non-completer	(268)	yes	3	3.7	6	18.8	24	15.6
V23		Working before						
completer	(371)	yes	17	30.9	9	23.1	72	26.0
non-completer	(268)	yes	18	22.0	12	37.5	34	22.1
V24		Never worked						
completer	(371)	yes	9	16.4	2	5.1	15	5.4
non-completer	(268)	yes	3	3.7	1	3.1	5	3.2
V28		Received public assistance at entry						
completer	(371)	yes	7	12.7	4	10.3	33	11.9
non-completer	(268)	yes	21	25.6	4	12.5	34	22.1
V30		AFDC						
completer	(371)	yes	7	12.7	3	7.7	31	11.2
non-completer	(268)	yes	19	23.2	3	9.4	30	19.5

*Missing cases are not included in percentages.

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Number and Percentage of Completer and Non-completer Participants (N=651)
for Selected Variables by Type of Institution*
(Continued)

Variable	n		Community College n	%	State Technical Institute n	%	Area Vocational Technical Schools n	%
V31		SS insurance						
completer	(371)	yes	4	7.3	2	5.1	9	3.2
non-completer	(268)	yes	4	4.9	1	3.1	7	4.5
V32		Other public assistance						
completer	(371)	yes	0	0.0	0	0.0	1	.3
non-completer	(268)	yes	1	1.2	0	0.0	0	0.0
V33		Refugee assistance						
completer	(371)	yes	0	0.0	0	0.0	0	0.0
non-completer	(268)	yes	0	0.0	0	0.0	0	0.0

*Missing cases are not included in percentages.

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APPENDIX D

MEAN, MEDIAN, MODE, S.D., AND RANGE OF SELECTED VARIABLES FOR COMPLETER AND NON-COMPLETER PARTICIPANTS (N=651) BY TYPE OF INSTITUTION

Mean, Median, Mode, S.D., and Range of Selected Variables for Completer and Non-Completer Participants (N=651) by Type of Institution

Variable	n		Community College	State Technical Institute	Area Vocational Technical School
V14		Amount of public assistance after JTPA			
completer	(34)	mean	$165.40	$166.00	$196.50
		median	173.00	173.00	163.00
		mode	173.00	52.00	133.00
		S.D.	31.83	114.02	148.20
		Range	133-211	52-331	51-738
		n	(5)	(5)	(24)
non-completer	(43)	mean	$178.92	$133.00	$179.57
		median	173.00	133.00	143.00
		mode	133.00	133.00	133.00
		S.D.	68.93	0.00	113.57
		Range	131-388	133.00	10-522
		n	(13)	(2)	(28)
Total	(77)	Subtotal n	(18)	(7)	(52)
V18		Age			
completer	(371)	mean	27.2	29.9	29.1
		median	26.0	29.0	29.0
		mode	18.0	19.0	20.0
		S.D.	8.08	8.86	8.20
		Range	8-47	19-54	17-60
		n	(55)	(39)	(277)
non-completer	(268)	mean	27.1	27.7	29.4
		median	25.5	25.0	28.0
		mode	18.0	20.0	19.0
		S.D.	8.08	8.54	9.60
		Range	17-50	18-48	17-57
		n	(82)	(32)	(154)
Total	(639)	Subtotal n	(137)	(71)	(431)

Mean, Median, Mode, S.D., and Range of Selected Variables for Completer and Non-Completer Participants (N=651) by Type of Institution (Continued)

Variable	n		Community College	State Technical Institute	Area Vocational Technical School
V25		Hours/week worked at entry			
completer	(271)	mean	30.4	32.0	34.6
		median	35.0	35.5	40.0
		mode	40.0	40.0	40.0
		S.D.	12.40	9.29	10.13
		Range	9-60	5-40	7-72
		n	(37)	(30)	(204)
non-completer	(200)	mean	30.4	32.8	33.8
		median	32.0	37.5	40.0
		mode	40.0	40.0	40.0
		S.D.	11.36	13.76	11.84
		Range	5-48	8-70	8-70
		n	(63)	(20)	(117)
Total	(471)	Subtotal n	(100)	(50)	(321)
V26		Hours/week worked			
completer	(176)	mean	9.03	9.6	8.3
		median	10.5	12.0	9.0
		mode	13.00	13.0	13.00
		S.D.	3.98	4.11	4.35
		Range	2-13	1-13	1-13
		n	(30)	(21)	(125)
non-completer	(126)	mean	9.7	9.5	7.7
		median	12.0	11.0	7.0
		mode	13.0	13.0	13.0
		S.D.	3.77	3.92	4.43
		Range	1-13	2-13	1-13
		n	(39)	(17)	(70)
Total	(302)	Subtotal n	(69)	(38)	(195)

Mean, Median, Mode, S.D., and Range of Selected Variables for Completer and Non-Completer Participants (N=651) by Type of Institution (Continued)

Variable	n		Community College	State Technical Institute	Area Vocational Technical School
V27		Hourly wage prior to JTPA			
completer	(270)	mean	$ 4.44	$ 4.19	$ 4.25
		median	3.75	4.00	3.65
		mode	3.35	3.35	3.35
		S.D.	1.70	.93	1.49
		Range	1.00-9.97	2.15-6.50	1.00-12.00
		n	(39)	(29)	(202)
non-completer	(202)	mean	$ 4.09	$ 4.60	$ 4.30
		median	3.53	3.79	3.80
		mode	3.35	3.35	3.35
		S.D.	1.87	2.03	1.57
		Range	1.00-10.02	2.00-10.00	1.25-9.78
		n	(64)	(20)	(118)
Total	(472)	Subtotal n	(109)	(50)	(332)
V29		Public assistance amount before JTPA entry			
completer	(43)	mean	$133.71	$193.25	$152.38
		median	153.00	157.00	122.00
		mode	153.00	119.00	119.00
		S.D.	29.79	99.47	61.09
		Range	77-159	119-340	119-448
		n	(7)	(4)	(32)
non-completer	(56)	mean	$175.62	$113.60	$168.69
		median	159.00	119.00	154.00
		mode	119.00	119.00	159.00
		S.D.	59.38	10.39	115.00
		Range	119-340	18-101	47-694
		n	(21)	(3)	(32)
Total	(99)	Subtotal n	(28)	(7)	(68)

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Mean, Median, Mode, S.D., and Range of Selected Variables for Completer and Non-Completer Participants (N=651) by Type of Institution (Continued)

Variable	n		Community College	State Technical Institute	Area Vocational Technical School
V35		Educational Level			
completer	(371)	mean	12.5	12.2	11.8
		median	12.0	12.0	12.0
		mode	12.0	12.0	12.0
		S.D.	1.07	1.70	1.21
		Range	11-17	7-15	5-16
		n	(55)	(39)	(277)
non-completer	(268)	mean	12.1	12.5	11.5
		median	12.0	12.0	12.0
		mode	12.0	12.0	12.0
		S.D.	.68	1.52	1.39
		Range	10-15	8-17	7-14
		n	(82)	(32)	(154)
Total	(639)	Subtotal n	(137)	(71)	(431)

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APPENDIX E

ARTICLE FROM COMMERCIAL APPEAL CONCERNING EFFECTIVENESS OF JTPA

Neediest get least job training in federal program, study finds

By John King
The Associated Press

WASHINGTON — People who enter the government's premier job-training program with marketable skills get more attention than unskilled people most in need of help, the General Accounting Office said Friday.

The agency, the investigative arm of Congress, also said far too little attention is paid to remedial education needs of high school dropouts in the system set up under the Job Training Partnership Act.

In addition, GAO said the system's programs are paying too much for on-the-job training for low-skill positions, essentially paying wage subsidies to employers who are shirking their responsibilities to provide worthwhile training.

The Job Training Partnership Act "has not targeted those with the greatest need for employment and training services," the GAO said in a report to Congress. "The less job ready were receiving services that were less intensive than those provided to the more job ready."

Still, the agency said JTPA was proving far more effective than previous federal training programs.

The GAO study, requested by the House Education and Labor Committee, reviewed services provided by 61 of the 600 regional "service delivery areas" set up under the 1983 legislation sponsored by Vice President Dan Quayle, then an Indiana senator, and Sen. Edward Kennedy (D-Mass.). More than $10 billion has been spent on the system in the last six years.

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Jobs

The agency's findings were similar to those reached by an advisory committee that monitors the act and by a Senate subcommittee, led by Sen. Paul Simon (D-Ill.), which held extensive hearings last year.

Both Simon and the Bush administration have proposed amending the program, and their proposals appear to answer most of the recent criticisms, which focus largely on a failure of programs to target those most in need of training and a failure to shape programs to individual needs.

Among the GAO's principal findings were:

- Those most needing extensive skill training were least likely to get it, resulting in their being placed in jobs with less promising futures. Indeed, GAO said many of those most in need of skills received only placement assistance and no training.
- Some 37 percent of those eligible for JTPA programs are high school dropouts, but only 27 percent of program participants are dropouts. "School dropouts were underserved and received little remedial education," GAO said.
- The system's programs serve roughly equal proportions of clients who are "job ready" and clients who need extensive skills training. "This suggests that, nationwide, the program is not targeting services," the study said.

The GAO's recommendations matched many of those suggested by the administration, Simon and the JTPA advisory committee, including that spending formulas be rewritten to emphasize training for those most in need of skills.

GAO expanded on those suggestions by saying more extensive training for promising occupations also should be a major goal.

The congressional agency acknowledged that the increased cost of such an approach likely would reduce the number of people served by the federal program, which now provides services to just 6 percent of the eligible population.